

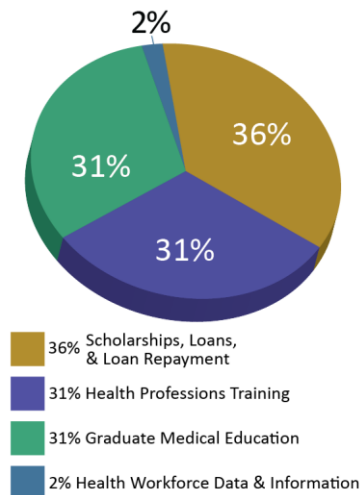


FISCAL YEAR 2016 ANNUAL REPORT

EXECUTIVE SUMMARY

Figure 1: BHW FY 2016 Program Spending by Program Type

Total Spending = \$1.10 B



The Bureau of Health Workforce (BHW) advances the mission of the Health Resources and Services Administration (HRSA) to improve health and achieve health equity through access to quality services, a skilled health workforce, and innovative programs. In Fiscal Year (FY) 2016, BHW increased access to quality health care, especially for underserved and vulnerable populations, by educating, distributing, and retaining a diverse and culturally competent health workforce.

With an annual appropriation of more than \$1.10 billion, the Bureau successfully administered 45 interconnected programs to achieve its mission: *To improve the health of underserved and vulnerable populations by strengthening the health workforce and connecting skilled professionals to communities in need.*

The Bureau's efforts are driven by three priorities:

Preparing a diverse workforce – not only representing various disciplines but also increasing the number of racial and ethnic minority clinicians;

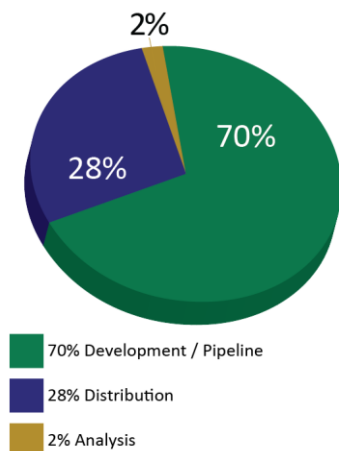
Improving workforce distribution – throughout the nation, particularly in underserved, rural, and tribal areas;

Transforming health care delivery – fostering team-based; value-based; and patient-, family- and population-based care, all with a focus on the integration of services and disciplines.

In FY 2016, BHW awarded more than \$1.10 billion to more than 8,600 organizations and individuals (see **BHW FY 2016 Annual Report: Appendix A** for a full list of programs and award amounts)¹. Over half (52%) of graduates in BHW programs are minorities and/or come from disadvantaged backgrounds.

Figure 2: BHW FY 2016 Program Spending by Program Priority

Total Spending = \$1.10 B



Funding levels were nearly equal among BHW's scholarships, loans, loan repayment programs, health professions training programs, and programs supporting graduate medical education (see Figure 1). Nearly three-quarters of funding supported programs aimed at the preparation and development of health professionals through direct training and infrastructure support. More than a quarter of funding supported programs aimed at improving the distribution of health professionals to better meet the needs of underserved populations (see Figure 2). In FY 2016, funding also supported the collection and analysis of health workforce data, which inform policies regarding health workforce supply and demand.

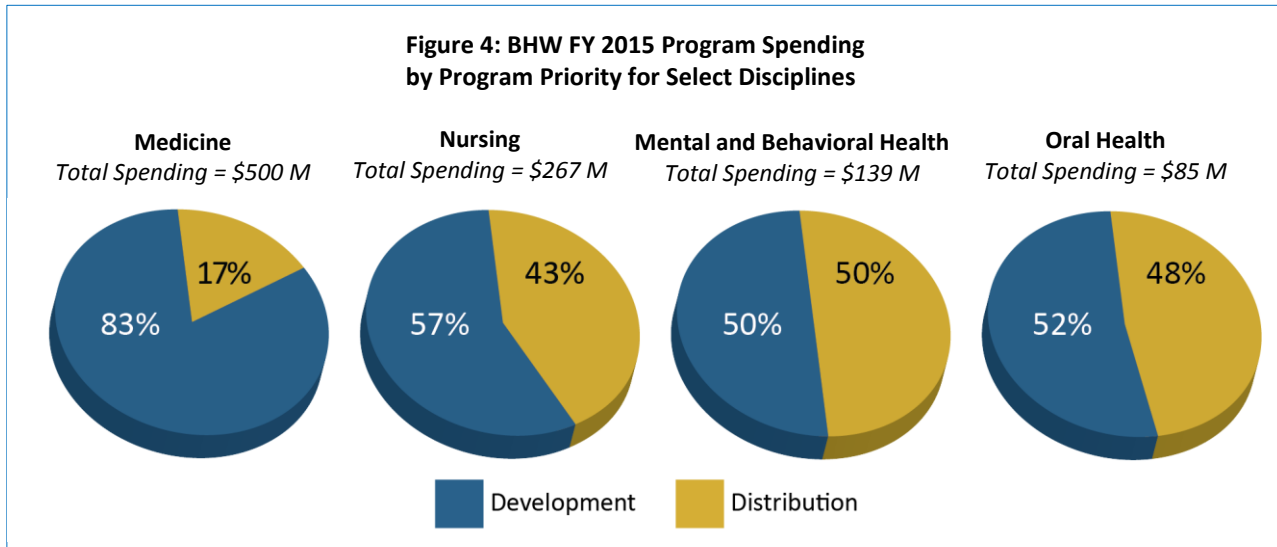
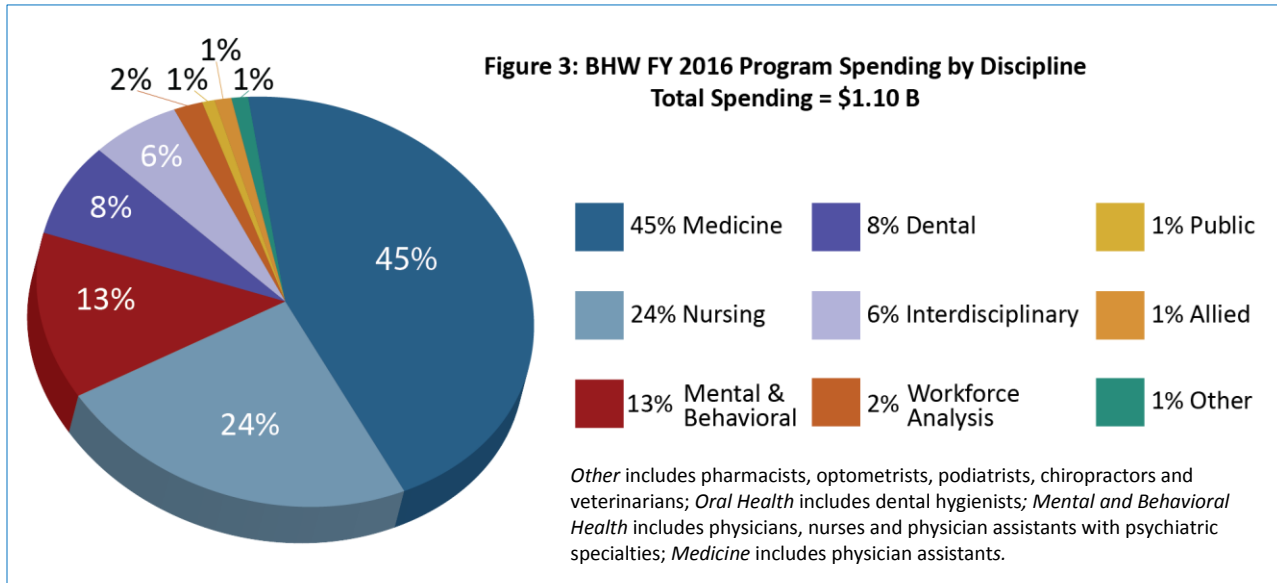
As of September 30, 2016, over 12,400 NHSC and NURSE Corps members were providing culturally competent care to more than 11 million people in underserved areas nationwide. The Bureau also supported primary care residency programs in 59 Teaching Health Centers to help train more than 758 residents and, across all of our investments, trained 3,642 new mental and behavioral health providers. We also protected the public by sharing information with authorized health care entities and agencies about past adverse actions by health care practitioners, providers, and suppliers with a history of malpractice, fraud and abuse.

¹ Funding levels represent amounts to grantees (not appropriations).

BHW FY 2016 Annual Report: EXECUTIVE SUMMARY

Nearly half of FY 2016 funding supported medicine, and nearly a quarter supported nursing. Nearly one-fifth of all funding supported either mental and behavioral health or oral health disciplines. The remaining funding supported projects directed towards health workforce analysis, interdisciplinary training, public health training, training in allied health, and support of other advanced disciplines including pharmacy, optometry, podiatry, chiropractic, and veterinary medicine (see Figure 3).

For medicine, the majority of funding supported development and pipeline programs, while funding for nursing, mental and behavioral health, and oral health disciplines were nearly equal among development and distribution-focused programs (see Figure 4).



BHW FY 2016 Programs, Awards, and Funding

National Health Service Corps (NHSC) Programs	Awards (individuals)	Funding (\$ millions)
NHSC Loan Repayment Program offers fully trained primary care clinicians the opportunity to receive assistance to pay off qualifying educational loans in exchange for service in a Health Professional Shortage Area (HPSA) of greatest need.	5,190	165.0
NHSC Scholarship Program provides scholarships (tuition, monthly stipend, and other related education costs) to health professions students committed to providing primary care in HPSAs of greatest need.	213	42.9
NHSC Students to Service Loan Repayment Program provides loan repayment assistance to allopathic and osteopathic medical students in their last year of school in return for selecting and completing a primary care residency and working in rural and urban HPSAs of greatest need.	92	10.7
State Loan Repayment Program provides a dollar-for-dollar match to states for loan repayment assistance to clinicians who practice in a HPSA in that state. ²	634	13.1

NURSE Corps Programs	Awards (individuals)	Funding (\$ millions)
NURSE Corps Loan Repayment Program helps alleviate the shortage of nurses across the country by offering loan repayment assistance to registered nurses and advance practice nurses (such as nurse practitioners) working at Critical Shortage Facilities and nurse faculty employed at accredited schools of nursing.	883	49.5
NURSE Corps Scholarship Program helps students complete their nursing education by offering scholarships (tuition, monthly stipend, and other related education costs) to individuals attending schools of nursing in exchange for a service commitment in health care facilities with a critical shortage of nurses.	242	24.6

Scholarship, Loan, and Loan Repayment Programs ³	Awards	Awards ⁴ (individuals)	Funding (\$ millions)
Health Professions Student Loans Program makes funds available to U.S. health professions schools to establish revolving funds that support long-term, low-interest loans for students with financial need.	45	11,768	0.9
Primary Care Loans Program increases the number of primary care physicians by making funds available to U.S. allopathic and osteopathic schools to establish revolving funds that support long-term, low-interest loans for students with financial need.	9	271	6.7
Loans for Disadvantaged Students Program encourages greater participation of disadvantaged populations in the health professions by making funds available to U.S. health professions schools to establish revolving funds that support long-term, low-interest loans for students with financial need from disadvantaged backgrounds.	25	1,561	9.8

² Number of awards as of September 30, 2016 (based on FY 2015 funding); Funding represents FY 2016 award totals.

³ All but one of the programs listed provide awards (funding) to academic institutions which in turn provide scholarships, loans, and loan repayment to individuals. The Faculty Loan Repayment Program provides awards directly to individuals.

⁴ Except for the Native Hawaiian Health Scholarship Program and the Faculty Loan Repayment Program, awards to individuals are gathered from the AY 2015-2016 grantee reports and are based on FY 2015 funding.

BHW FY 2016 Programs, Awards, and Funding

Scholarship, Loan, and Loan Repayment Programs ³	Awards	Awards ⁴ (individuals)	Funding (\$ millions)
Scholarships for Disadvantaged Students Program increases diversity in the health professions and nursing workforce by providing grants to health professions and nursing schools for use in awarding scholarships to students from disadvantaged backgrounds who have financial need, many of whom are underrepresented minorities.	79	4,615	42.7
Nursing Student Loans Program makes funds available to U.S. schools of nursing to establish revolving funds that support long-term, low-interest loans for students with financial need.	57	10,276	5.1
Nurse Faculty Loan Program seeks to increase the number of qualified nursing faculty by helping schools of nursing provide student loans to assist nurses in completing their graduate education.	89	2,330	24.4
Native Hawaiian Health Scholarship Program offers scholarships (tuition, monthly stipend, and other related education costs) to Native Hawaiian health professions students in exchange for serving in HPSAs within the State of Hawai'i.	1	8	1.3
Faculty Loan Repayment Program is a loan repayment program for health professions graduates from disadvantaged backgrounds who serve as faculty at health professions colleges or universities.	21	21	1.1

Health Professions Training for Diversity Programs	Awards	Funding (\$ millions)
Centers of Excellence Program supports programs of excellence at health professions schools and other health or educational entities that enhance the academic performance of underrepresented minority students, support underrepresented minority faculty development, and facilitate research on minority health issues in order to increase the supply and competencies of underrepresented minorities in the health professions workforce.	17	20.6
Health Careers Opportunity Program increases the diversity of the health professions workforce by providing grants that improve the recruitment and enhance the academic preparation of students from economically and educationally disadvantaged backgrounds who plan to enter the health professions.	17	10.8
Health Careers Opportunity Program's Skills Training and Health Workforce Development of Paraprofessionals provides grants to train and expand the health paraprofessional workforce to meet the employment needs of the community—particularly rural and underserved areas—with a focus on team-based care.	13	2.5
Nursing Workforce Diversity Program helps create a more diverse nursing workforce by increasing nursing education opportunities for individuals from disadvantaged backgrounds by supporting stipends, scholarships, pre-entry and advanced education preparation, and retention activities.	42	13.9

Oral Health Training Programs	Awards	Funding (\$ millions)
Predoctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene Program supports the planning, development, and operation of professional predoctoral training programs in general, pediatric, public health dentistry, and dental hygiene.	12	4.1

BHW FY 2016 Programs, Awards, and Funding

Oral Health Training Programs	Awards	Funding (\$ millions)
Postdoctoral Training in General, Pediatric and Public Health Dentistry Program supports the planning, development, and operation of professional postdoctoral training programs in general, pediatric, or public health dentistry.	20	10.7
Faculty Development in General, Pediatric, and Public Health Dentistry and Dental Hygiene Program supports the planning, development, and operation of programs for the training of oral health care providers who plan to teach in general, pediatric, public health dentistry or dental hygiene.	6	2.7
Dental Faculty Development and Loan Repayment Program assists dental training programs to help attract, develop, and retain full-time dental faculty through both faculty development and loan repayment activities designed to increase the number and quality of the oral health workforce.	9	1.6
State Oral Health Workforce Program provides grants to states to help develop and implement innovative programs to address the dental workforce needs of designated Dental HPSAs in a manner that is appropriate to the states' individual needs.	31	14.0

Mental and Behavioral Health Education and Training Programs	Awards	Funding (\$ millions)
Graduate Psychology Education Program supports doctoral psychology schools and programs to train psychologists to work with underserved populations.	31	7.7
Leadership in Public Health Social Work Education Program funds centers of excellence at schools of social work to provide critical leadership, resources, and training in order to develop the next generation of public health social workers.	3	0.9
Behavioral Health Workforce Education and Training for Professionals and Paraprofessionals Program , part of the President's <i>Now Is The Time</i> initiative, expands the behavioral health workforce by supporting clinical training for behavioral health professionals and paraprofessionals.	143	44.0

Advanced Nursing Education Programs	Awards	Funding (\$ millions)
Advanced Nursing Education Program aims to improve the number of qualified nurses in the primary care workforce by providing funding to institutions to enhance their instructional programs through curriculum and faculty development.	67	32.1
Advanced Education Nursing Traineeship Program aims to increase the number of advanced education nurses or nurse midwives who are trained to practice in primary care by awarding grants to institutions in order to provide traineeships (i.e., tuition, books, fees, and reasonable living expenses).	69	22.9
Nurse Anesthetist Traineeships Program aims to increase the number of nurse anesthetists—especially those who will practice in underserved areas or who are from underrepresented populations—by awarding grants to institutions in order to support traineeships (tuition, monthly stipend, and other related education costs).	80	2.3

Nurse Education, Practice, Quality and Retention Programs	Awards	Funding (\$ millions)
Nurse Education, Practice, Quality and Retention – Bachelor of Science in Nursing Practicums in Community Settings Program seeks to increase the number of Bachelor of Science in Nursing (BSN) students with meaningful clinical experience	9	3.1

BHW FY 2016 Programs, Awards, and Funding

Nurse Education, Practice, Quality and Retention Programs	Awards	Funding (\$ millions)
and training in medically underserved and rural communities, who will then be more likely to choose to work in these settings upon graduation.		
Nurse Education, Practice, Quality and Retention Interprofessional Collaborative Practice Program supports the creation and expansion of practice environments composed of nursing and other professional disciplines who deliver coordinated, team-based, quality health care.	40	18.5
Nurse Education, Practice, Quality and Retention Behavioral Health Integration Program advances team-based care delivery by nurses and other health professionals that leads to high quality, patient- and population-centered outcomes. The BHI focus aims to integrate evidence based, interprofessional, team-based models of behavioral health services into routine nurse-led primary care, including Nurse-Managed Health Centers.	9	4.3
Nurse Education, Practice, Quality and Retention Veteran's Bachelor of Science Degree in Nursing Program seeks to expand the nursing workforce and improve employment opportunities for veterans by supporting programs that increase enrollment, progression, and graduation of veterans from Bachelor of Science in Nursing degree programs.	31	9.6

Primary Care Training and Enhancement Programs	Awards	Funding (\$ millions)
Primary Care Training and Enhancement Program supports the enhanced training of future primary care clinicians, teachers, and researchers, and the promotion of primary care practice in rural and underserved areas.	68	25.3
Physician Assistant Training in Primary Care Program supports the planning, development, and operation of professional training programs for physician assistants in community-based clinical settings, including faculty development.	13	2.4
Interdisciplinary and Interprofessional Graduate Joint Degree Program supports the planning, development, and operation of joint degree programs that integrate public health into primary care training, including training in environmental health, infectious disease control, disease prevention and health promotion, epidemiological studies, and injury control.	12	3.5
National Research Service Award for Institutional Research Training Program supports institutions to develop or enhance postdoctoral research training opportunities for individuals who are planning to pursue careers in primary care research.	20	7.4

Public Health and Preventive Medicine Programs	Awards	Funding (\$ millions)
Public Health Training Centers Program funds schools and programs of public health to expand and enhance training opportunities focused on the technical, scientific, managerial and leadership competencies and capabilities of the current and future public health workforce.	11	9.1
Preventive Medicine Residency Program aims to increase the number of preventive medicine physicians in public health specialties by supporting post-graduate physician training through funding for the planning, development, and operation of approved residency programs in preventive medicine and public health.	25	10.5

BHW FY 2016 Programs, Awards, and Funding

Graduate Medical Education Programs	Awards	Funding (\$ millions)
Children's Hospitals Graduate Medical Education Payment Program supports the training of residents who are either pediatric or pediatric subspecialty residents and enhances the supply of primary care and pediatric medical and surgical subspecialties.	58	280.6
Teaching Health Center Graduate Medical Education Program provides funding for new and expanding residency training in primary care, dentistry, and mental and behavioral health in community-based, ambulatory settings.	59	58.1

Health Workforce Analysis/Interprofessional Programs	Awards	Funding (\$ millions)
Area Health Education Centers Program supports community-based interprofessional clinical training, continuing education, and outreach activities in order to improve the distribution, diversity, quality, and supply of the primary care health professions workforce serving in rural and underserved health care delivery sites.	52	28.2
Coordinating Center for Interprofessional Education and Collaborative Practice Program supports the creation of a national coordinating center to provide leadership, expertise, and support to the health care community in order to transform health care delivery into a coordinated, collaborative, and team-based practice, particularly in medically underserved areas.	1	0.9
Geriatrics Workforce Enhancement Program supports the training of individuals (and faculty) to provide health care to older adults which maximizes patient and family engagement and integrates geriatric and primary care.	44	35.9
Academic Administrative Units in Primary Care Program aims to establish academic units to conduct systems-level research to inform primary care training; disseminate best practices, research, and resources; and develop a community of practice to promote the widespread national enhancement of primary care training.	6	4.4
State Primary Care Offices Program provides funding to assure the availability of quality health care to low income, uninsured, isolated, vulnerable and special needs populations and to meet these populations' unique health care needs.	54	13.4
Cooperative Agreement for a Regional Center for Health Workforce Studies supports rigorous, policy-oriented data collection, analysis, and research projects that can enhance the government's understanding of emerging issues and trends in the health care workforce.	7	4.1

BHW FY 2016 Annual Report: Appendix A
Program Awards and Funding by Type, Priority and Discipline

Program Name	Type				Priority			Discipline										Number of Awards	Funding (in millions)
	Scholarships, Loans, Repayment	Health Professions Training	Graduate Medical Education	Analysis	Development and Pipeline	Distribution	Analysis	Nursing	Medicine ⁵	Mental and Behavioral Health ⁶	Oral Health ⁷	Interdisciplinary	Public Health	Allied Health	Other ⁸	Analysis			
Academic Administrative Units in Primary Care		✓					✓									✓	6	4.4	
Advanced Education Nursing Traineeship		✓			✓			✓									69	22.9	
Advanced Nursing Education		✓			✓			✓									67	32.1	
Area Health Education Centers		✓			✓							✓					52	28.2	
Behavioral Health Workforce Education and Training for Professionals and Paraprofessionals		✓			✓					✓							143	44.0	
Centers of Excellence		✓			✓				✓	✓	✓				✓		17	20.6	
Children's Hospitals Graduate Medical Education Payment			✓		✓				✓								58	280.6	
Cooperative Agreement for a Regional Center for Health Workforce Studies				✓			✓									✓	7	4.1	
Dental Faculty Development and Loan Repayment	✓				✓						✓						9	1.6	
Coordinating Center for Interprofessional Education and Collaborative Practice		✓			✓							✓					1	.9	
Faculty Development in General, Pediatric, and Public Health Dentistry/Dental Hygiene		✓			✓						✓						6	2.7	
Faculty Loan Repayment	✓				✓				✓	✓	✓		✓	✓			21	1.1	
Geriatric Workforce Enhancement		✓			✓							✓					44	35.9	
Graduate Psychology Education		✓			✓					✓							31	7.7	
Health Careers Opportunity (HCOP)		✓			✓				✓	✓	✓		✓	✓			17	10.8	
HCOP: Skills Training and Health Workforce Development of Paraprofessionals		✓			✓									✓			13	2.5	
Health Professions Student Loans	✓				✓						✓				✓		45	0.9	
Interdisciplinary and Interprofessional Graduate Joint Degree		✓			✓				✓								12	3.5	
Leadership in Public Health Social Work Education		✓			✓					✓							3	0.9	
Loans for Disadvantaged Students	✓				✓				✓	✓	✓						25	9.8	
National Health Service Corps Loan Repayment	✓					✓		✓	✓	✓	✓						5,190	165.0	

⁵ Includes physician assistants.

⁶ Includes psychiatric physicians (MD/DO), psychiatric nurse practitioners, and psychiatric physician assistants.

⁷ Includes dental hygienists.

⁸ Includes pharmacists, optometrists, veterinarians.

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	Scholarships, Loans, Repayment	Health Professions Training	Graduate Medical Education	Analysis	Development and Pipeline	Distribution	Analysis	Nursing	Medicine ⁹	Mental and Behavioral Health ¹⁰	Oral Health ¹¹	Interdisciplinary	Public Health	Allied Health	Other ¹²	Analysis			
National Health Service Corps Scholarship	✓					✓		✓	✓	✓	✓						213	42.9	
National Health Service Corps State Loan Repayment ¹³	✓					✓		✓	✓	✓	✓					✓	634	13.1	
National Health Service Corps Students to Service Loan Repayment	✓					✓			✓	✓							92	10.7	
National Research Service Award for Institutional Research Training		✓			✓				✓								20	7.4	
Native Hawaiian Health Scholarship	✓					✓		✓	✓	✓	✓					✓	1	1.3	
Nurse Anesthetist Traineeships		✓			✓			✓									80	2.3	
NURSE Corps Loan Repayment	✓					✓		✓		✓							883	49.5	
NURSE Corps Scholarship	✓					✓		✓									242	24.6	
Nurse Education, Practice, Quality and Retention (NEPQR): BSN in Nursing Practicum in Community Settings		✓			✓			✓									9	3.1	
NEPQR: Interprofessional Collaborative Practice		✓			✓			✓									40	18.5	
NEPQR: Behavioral Health Integration		✓			✓			✓									9	4.3	
NEPQR: Veteran’s Bachelor of Science in Nursing		✓			✓			✓									31	9.6	
Nurse Faculty Loan	✓				✓			✓									89	24.4	
Nursing Student Loans	✓				✓			✓									57	5.1	
Nursing Workforce Diversity		✓			✓			✓									42	13.9	
Physician Assistant Training in Primary Care		✓			✓				✓								13	2.4	
Postdoctoral Training in General, Pediatric and Public Health Dentistry/Dental Hygiene		✓			✓						✓						20	10.7	
Predoctoral Training in General, Pediatric, and Public Health Dentistry/Dental Hygiene		✓			✓						✓						12	4.1	
Preventive Medicine Residency		✓			✓				✓								25	10.5	
Primary Care Loans	✓					✓				✓							9	6.7	
Primary Care Training and Enhancement		✓			✓				✓								68	25.3	

⁹ Includes physician assistants.

¹⁰ Includes psychiatric physicians (MD/DO), psychiatric nurse practitioners, and psychiatric physician assistants.

¹¹ Includes dental hygienists.

¹² Includes pharmacists, optometrists, veterinarians.

¹³ Number of awards as of September 30, 2016 (FY 2016 Field Strength based on FY 2015 funding); Funding represents FY 2016 award totals.

BHW FY 2016 Annual Report: Appendix A
Program Awards and Funding by Type, Priority and Discipline

Program Name	Type				Priority				Discipline								Number of Awards	Funding (in millions)
	Scholarships, Loans, Repayment	Health Professions Training	Graduate Medical Education	Analysis	Development and Pipeline	Distribution	Analysis	Nursing	Medicine ¹⁴	Mental and Behavioral Health ¹⁵	Oral Health ¹⁶	Interdisciplinary	Public Health	Allied Health	Other ¹⁷	Analysis		
Public Health Training Centers		✓			✓								✓				11	9.1
Scholarships for Disadvantaged Students	✓				✓			✓	✓	✓	✓		✓	✓	✓		79	42.7
State Oral Health Workforce		✓			✓						✓						31	14.0
State Primary Care Offices				✓			✓									✓	54	13.4
Teaching Health Center Graduate Medical Education			✓		✓				✓	✓	✓						59	58.1
TOTAL																	8,659	1,108.1

¹⁴ Includes physician assistants.

¹⁵ Includes psychiatric physicians (MD/DO), psychiatric nurse practitioners, and psychiatric physician assistants.

¹⁶ Includes dental hygienists.

¹⁷ Includes pharmacists, optometrists, veterinarians.